

Figure 1

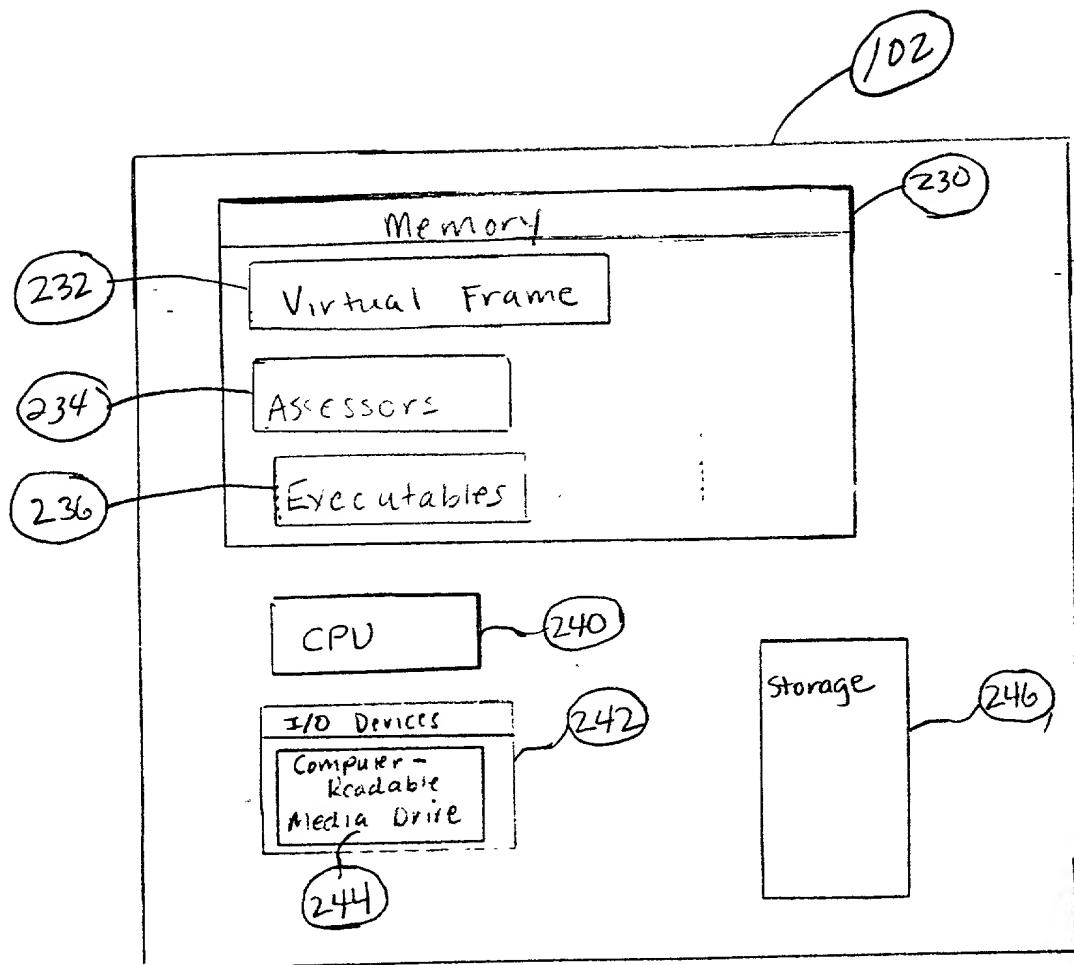


Figure 2

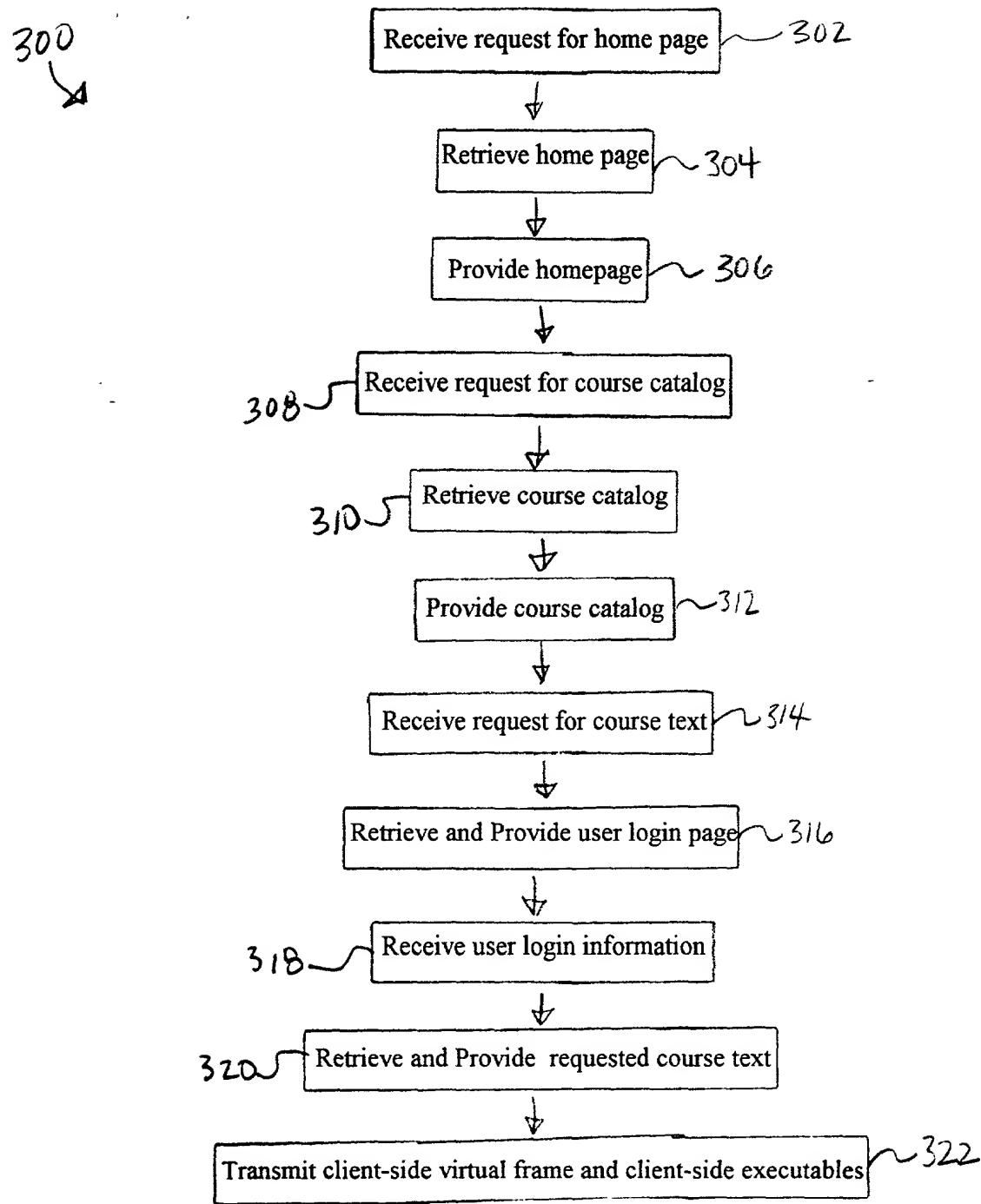


Figure 3A

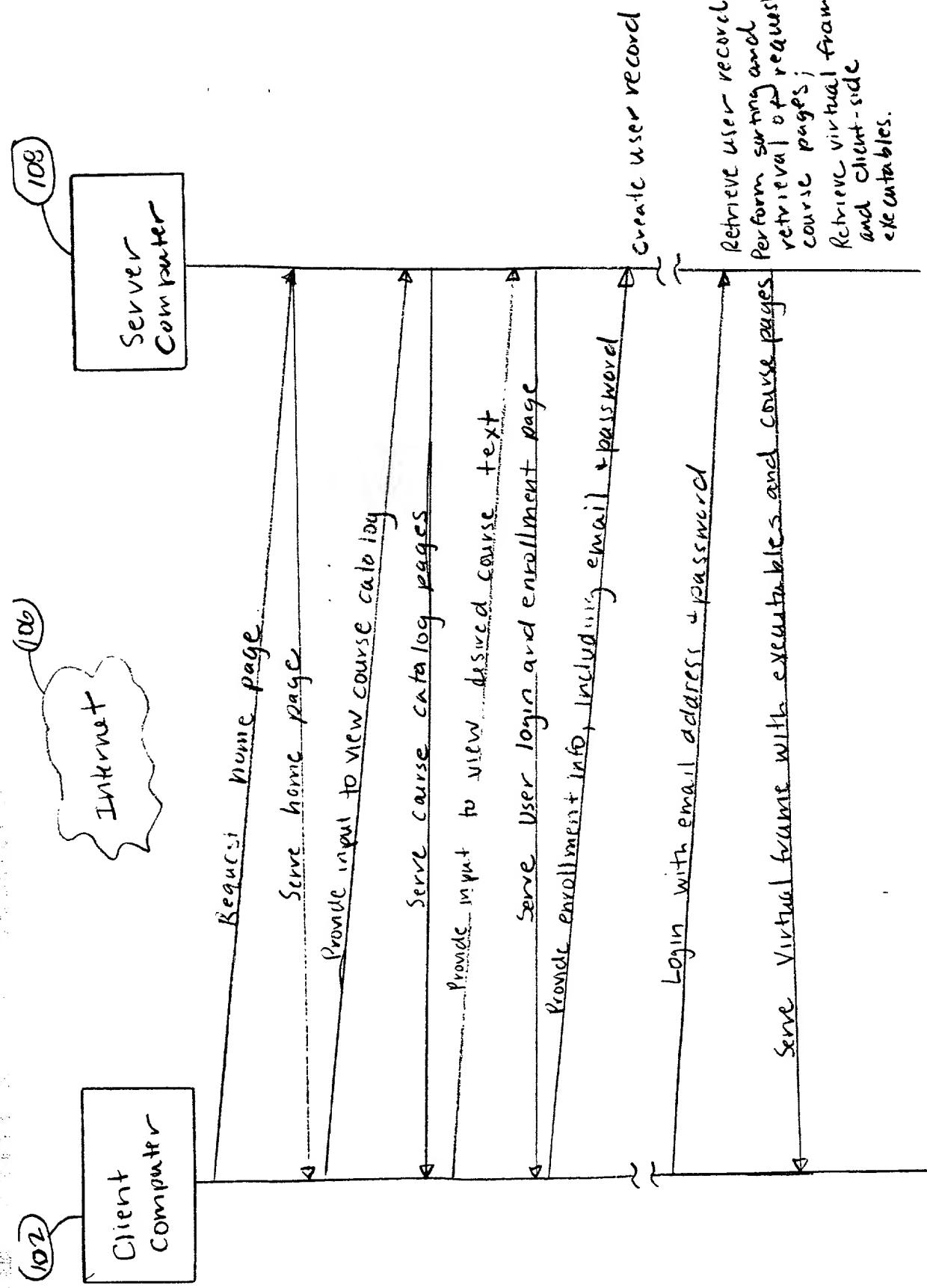


Figure 2B

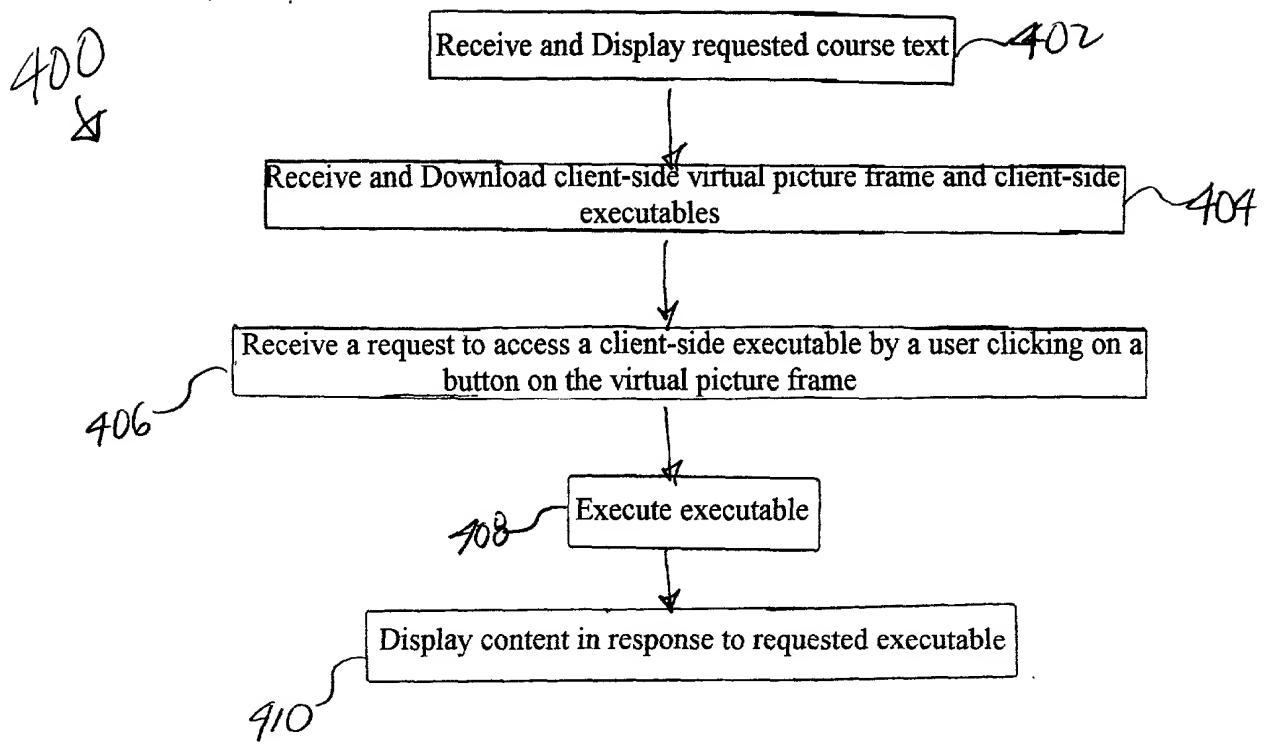


Figure 4

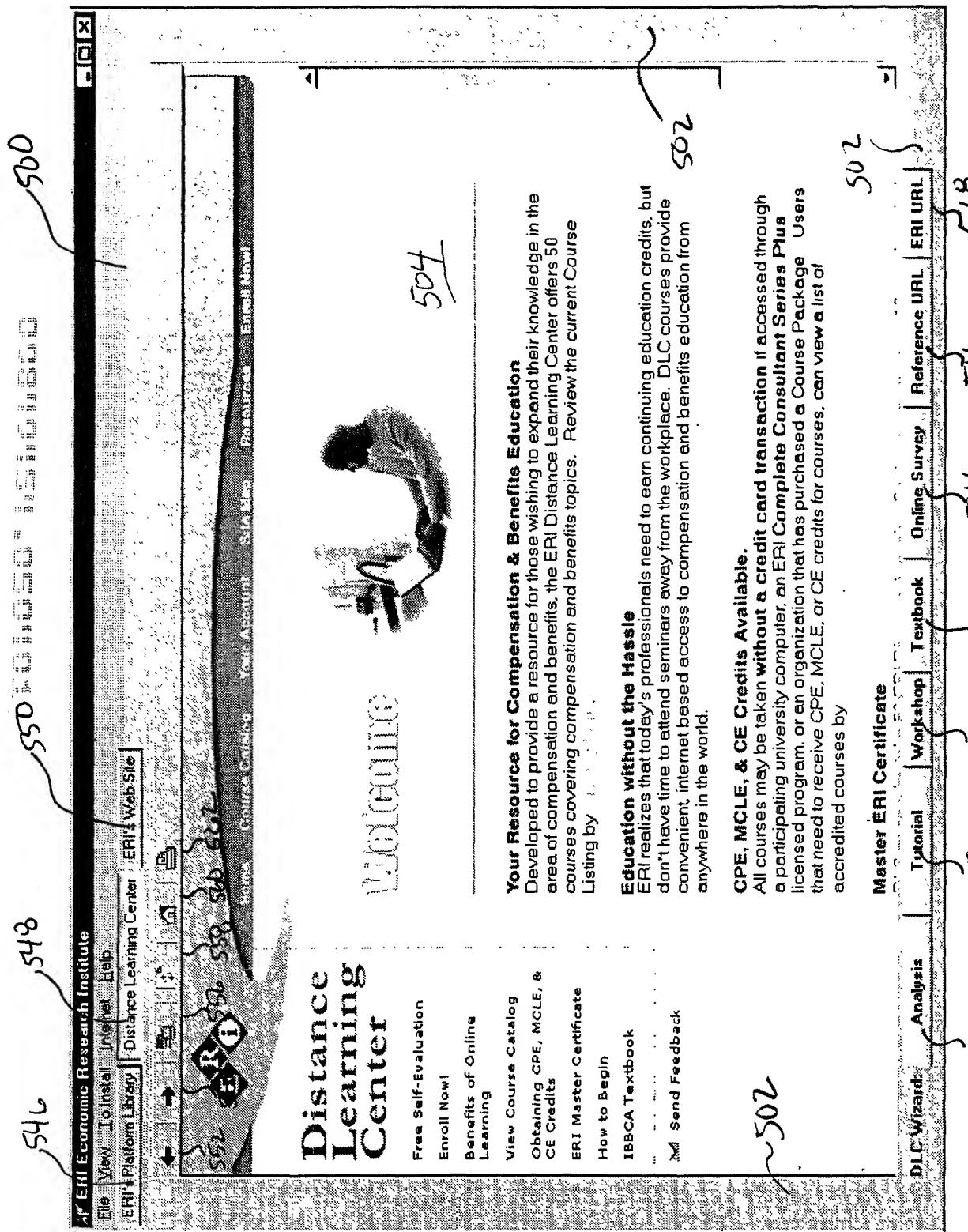


Figure 6A

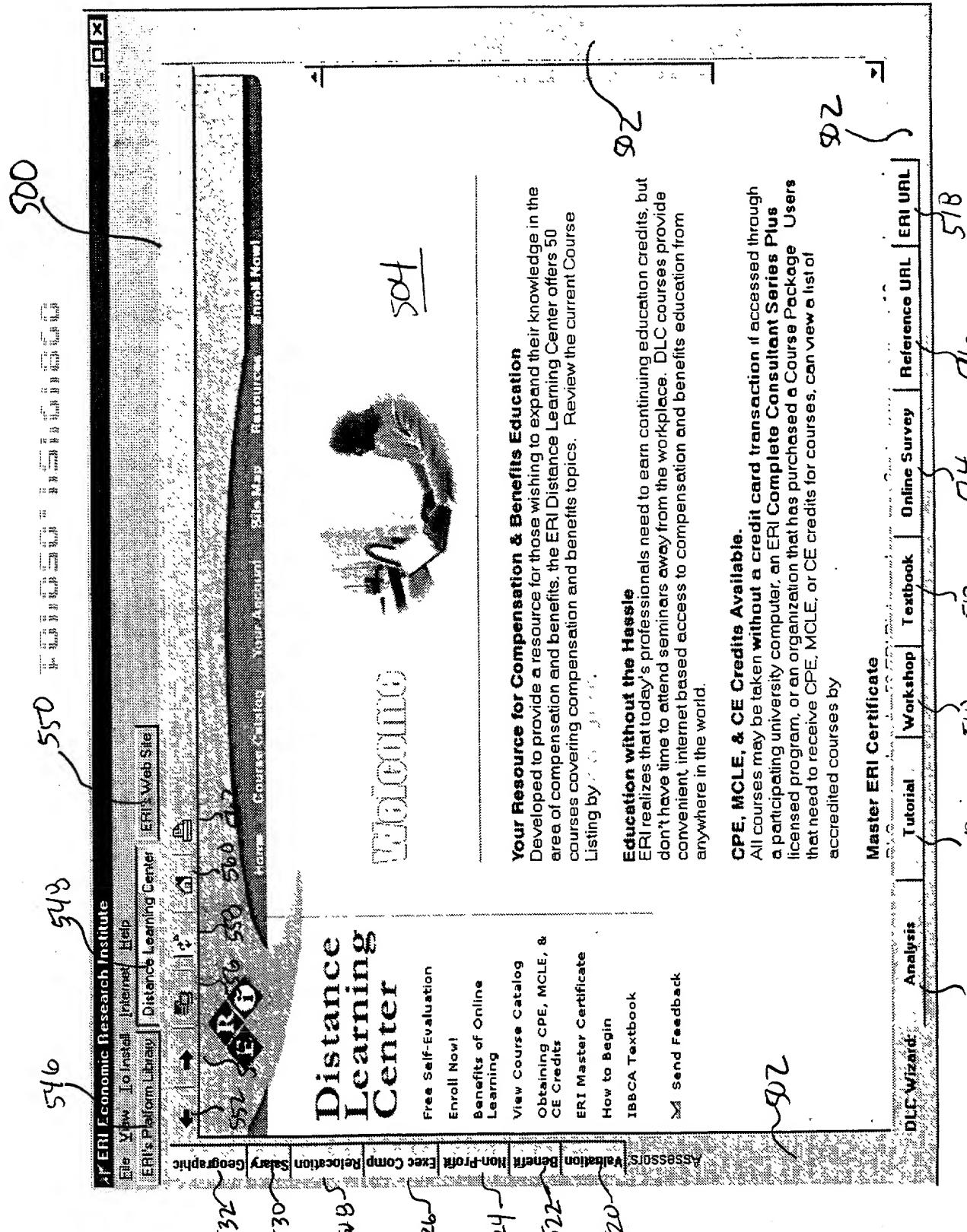


Figure 6B

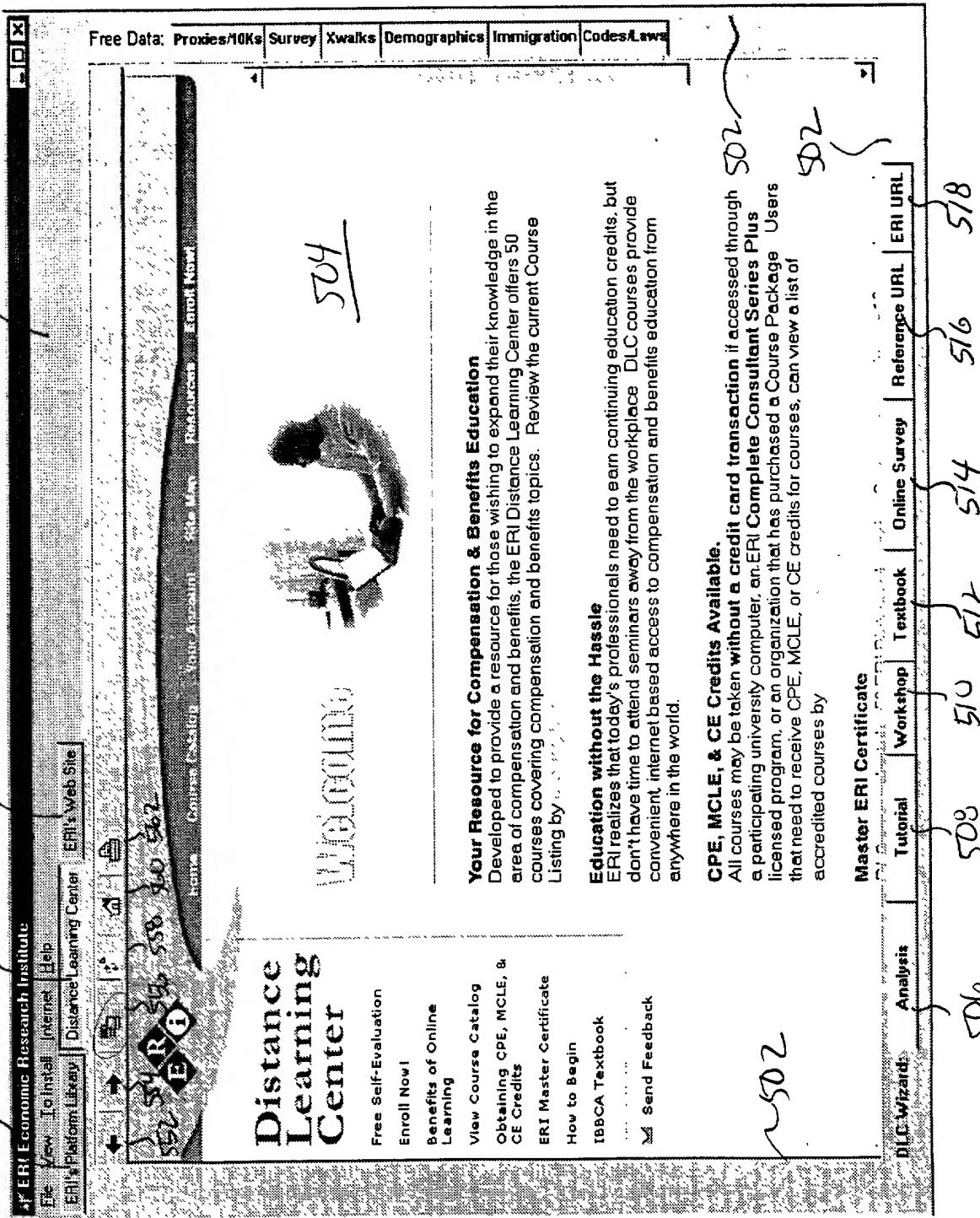


Figure 6C

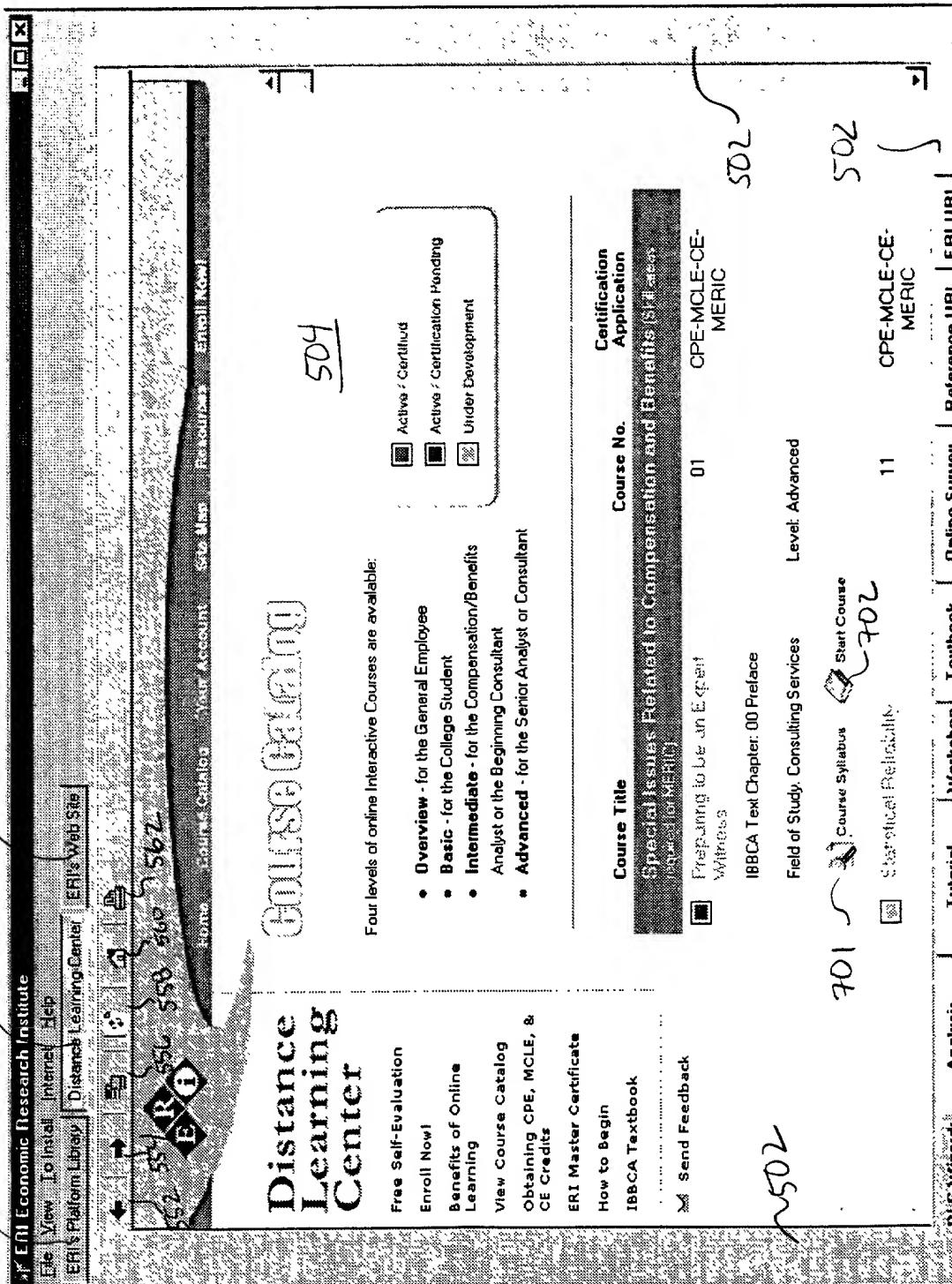


Figure 7

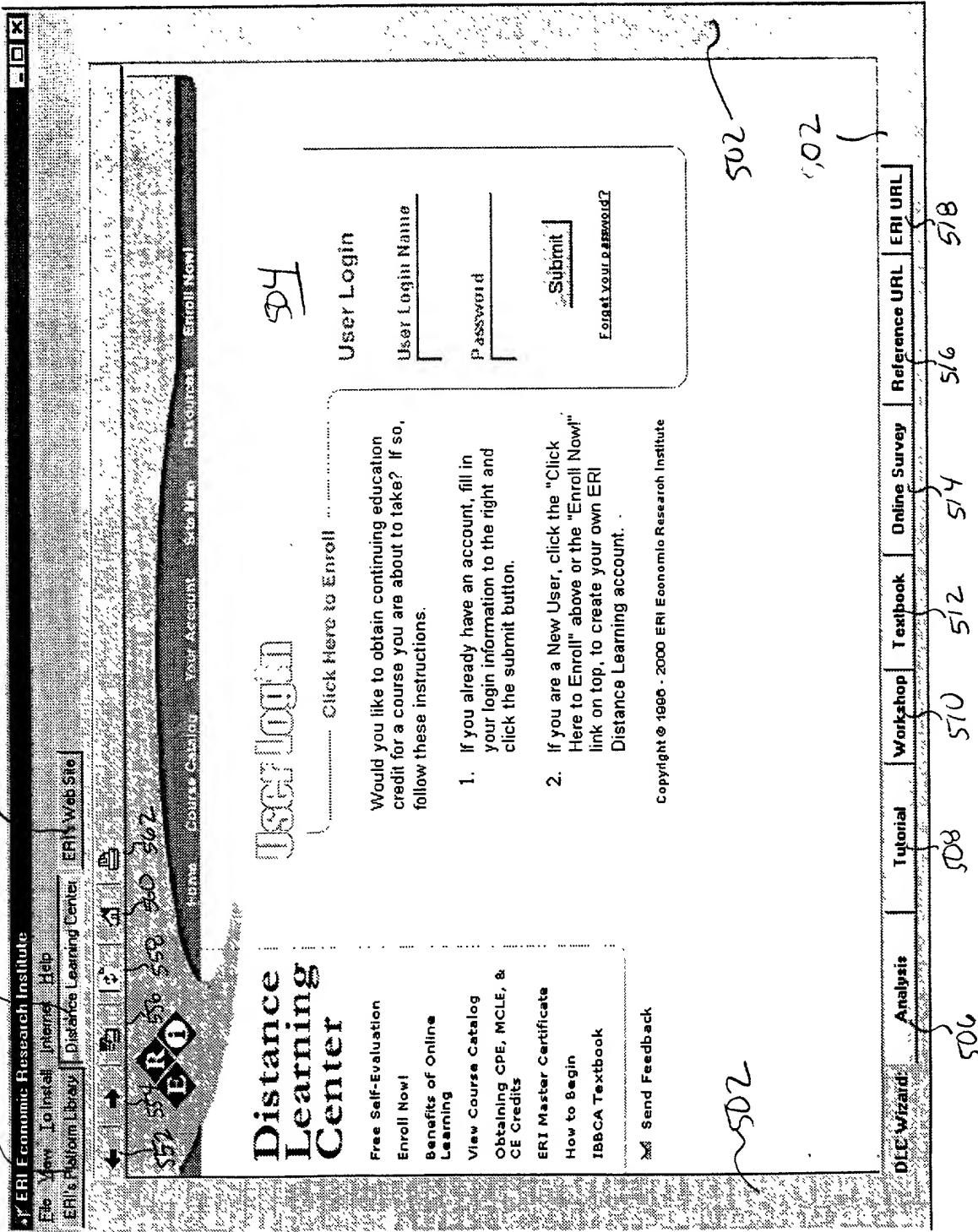


Figure 8A

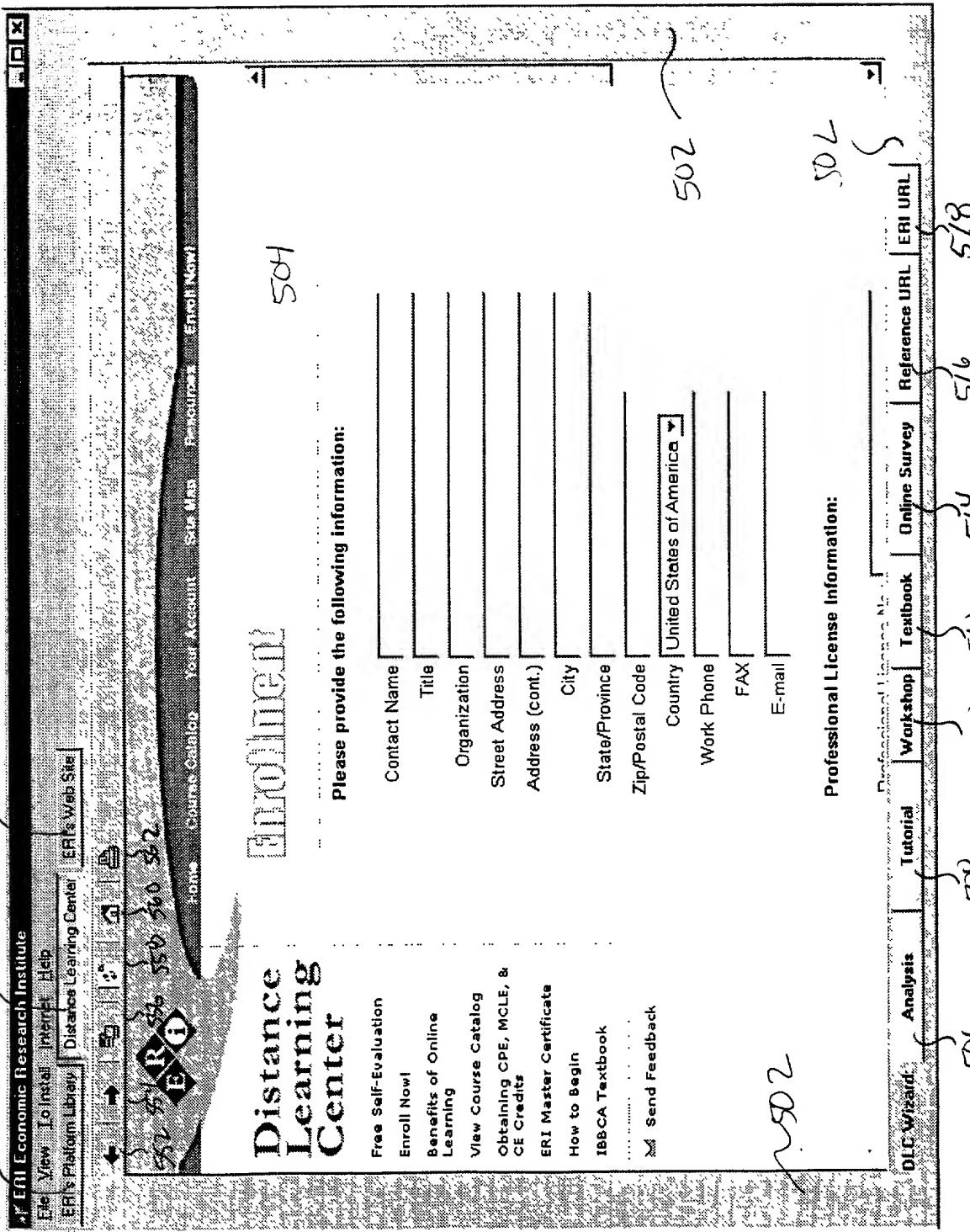


Figure 8B

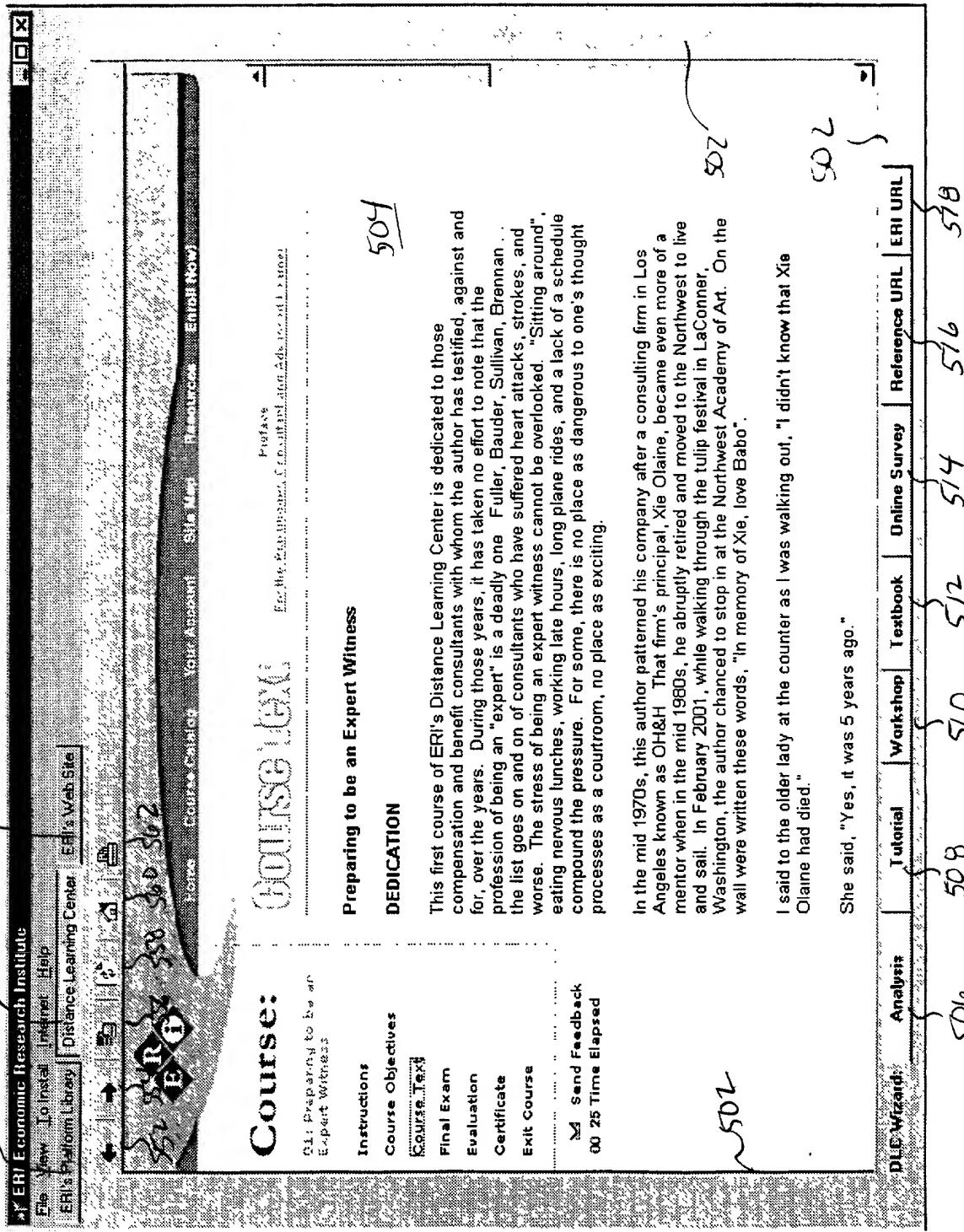


Figure 9



ERI's Platform Library

April 2001
AAA ShowMe Company
Demo Data

504

ProductLabel

Geographic Assessor

Proxies & 10-Ks

Salary Assessor

Sources & Xwalks

Relocation Assessor

Non-Profit & Public

Comparables

Tax Codes & Laws

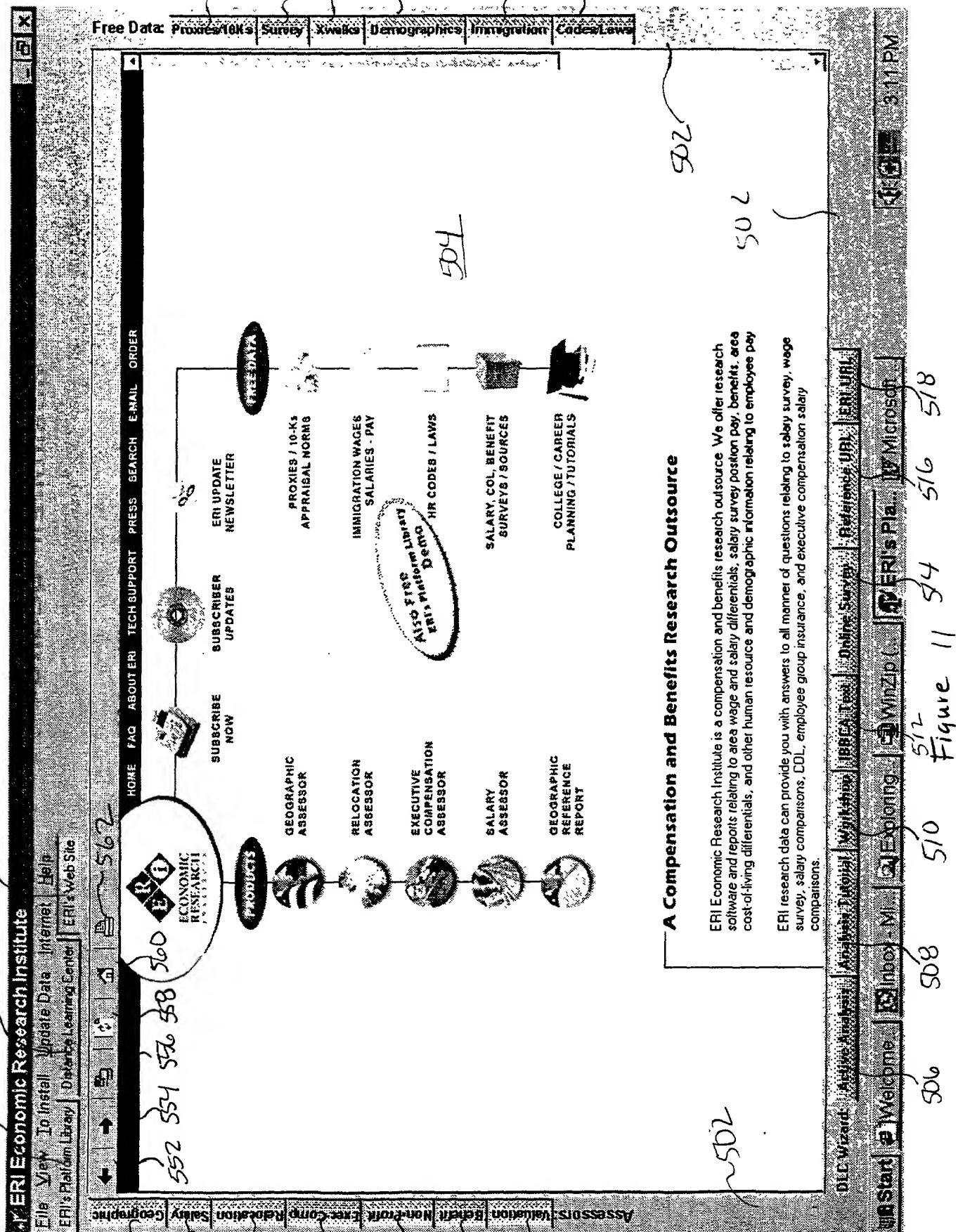
Executive Compensation Assessor

Update Data

Spf Study

Copyright © 1996 - 2001 ERI Economic Research Institute Patent Pending

Figure 10



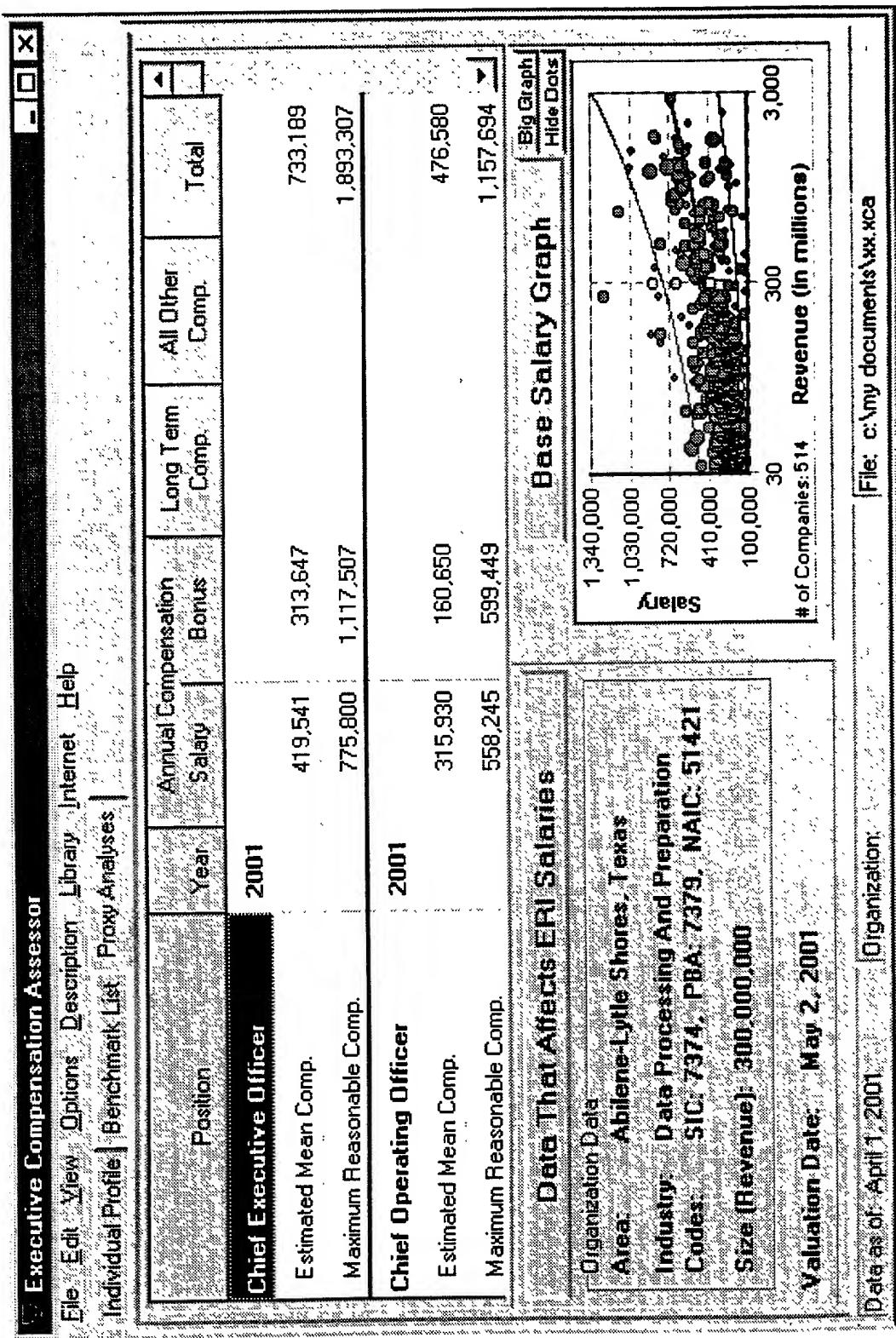


Figure 12

Figure 13

Executive Compensation Analysis

Chief Executive Officer

Revenue	Annual Total Compensation	Total Sales (M\$)
1,200,000	525,941	1,298,784
120,000	39,032	654,070
12,000	137,233	341,855

From the Individual Profile screen, click the tab labeled **Proxy Analyses** to bring up the **Proxy Analyses** table.

V1.2

ERI Benefit & Compensation Administration Assessor

ERI Benefit & Compensation Administration Assessor **BETA TEST VERSION 1.0**

Welcome!

For the last several years, ERI has experimented with Internet-based benefits communications (BenefitsReview.com) and on-line U.S. and Canadian Benefits Surveys (SalariesReview.com). The Benefit & Compensation Administration Assessor is designed to combine the power of these Internet applications and other on-line benefit providers like Aetna and Benefits, with software applications specifically designed to meet the needs of the Human Resources Administrator.

Please click on a module at left to view more information.

To download and install the latest beta-test version of the Benefit & Compensation Administration Assessor please visit www.eri.com/Subscribers%20Update/Updates.htm.

Database Administration

- Employee Human Resources Database
- On-Line Employee Benefit Claims Review
- Benefit & Compensation Plan Database

Benefits Communications

- On-Line Benefit Enrollment/Changes
- Employee Benefit Communications
- Frequently Asked Questions

Planning

- Salary Increase Budgeting/Plans
- Relocation Labor Cost Modeling
- Incentive and Gain Sharing Plans

Initiatives

- Employee Benefit SSOP Reporting
- Benefit Plan Discrimination Testing
- Human Resource Codes/Laws

ERI BenefitsReview.com **Your HR Internet Site** **Benefit Assessor (BOS)**

Figure 14

Figure 16

SalariesReview.com Compensation and Benefits Data - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Stop Refresh Home Search Favorites History Mail Print Edit Discuss Del Home

Address:

Cur Story | Shopping Cart

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Report

Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefits

International Remuneration

International Cost-of-Living

College Graduate Offer

CPAs click here!

ACPA

Affinity Program Provider

Reduced Cost Survey Data

Description - No Position Selected

Alternates Titles

Select your area of position: (Wait for the screen to refresh itself after each selection)

Step 1. Country

Step 2. State/Province

Step 3. City in Survey Area

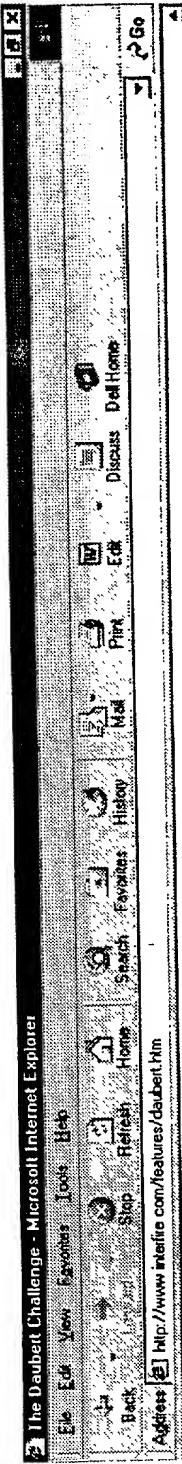
Step 4. Position

(3,243 available titles.)

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price

Internet



In 1923, the United States Circuit Court for the District of Columbia, in the case of *Frye v. United States*, 54 App. D.C. 46, 293 F. 1013 (1923) established a threshold standard for the admission of expert testimony in federal court cases. That standard imposed a requirement that the data and methodology used by the expert in developing an opinion be of the kind "generally accepted" by other practitioners within that particular discipline. This standard of "general acceptance" was universally adopted and subsequently used in both federal and state courts for over 70 years. It is still used today in a number of state court jurisdictions. However, a new standard of admissibility in federal court cases was established in 1993 which has since been adopted in a growing number of state court systems. As this new standard has recently been applied to fire scene investigation, it presents a significant challenge to the traditional admissibility of fire origin and cause testimony.

In 1975, Congress enacted Federal Rule of Evidence 702, which was intended to simplify and liberalize the admission of expert testimony. That rule states:

If scientific, technical, or other specialized knowledge will assist the trier of fact to understand the evidence or to determine a fact in issue, a witness qualified as an expert by knowledge, skill, experience, training, or education, may testify thereto in the form of an opinion or otherwise.

While Rule 702 was intended to broaden the general admissibility of expert testimony and certainly did so, it did not directly address the legal standard for measuring the foundation of an expert's conclusions. The *Frye* standard of "general acceptance" continued to be used until the Supreme Court issued its opinion in *Daubert v. Merrill-Dow Pharmaceuticals*, 509 U.S. 579, 113 S. Ct. 2786, 125 L.Ed.2d 469 (1993). In *Daubert* the Court ruled that the *Frye* test had been effectively abolished by Rule 702 and the federal courts must now apply a new standard for the admission of expert testimony.

Daubert was a case involving birth defects allegedly caused by the mother's use of Bendectin, an anti-nausea drug, during her pregnancy. Merrill-Dow moved for summary judgment in the case, claiming its drug had not caused the injury to the child. In support of its motion, Merrill-Dow submitted the affidavit of a physician and

Figure 17

